

GENDER PAY GAP REPORT '25



WGNSTAR
PERFORMANCE | DELIVERED

Intro

Here at WGNSTAR, we are proud of our diverse workforce, our ethos of equality and inclusion, and we are committed to ensuring that all team members are rewarded and valued fairly, irrespective of their gender or diversity.

For the purpose of Gender Pay Gap reporting, the following report has been compiled using data collected and analysed in line with the requirements set out by The Gender Pay Gap Information Act 2021.

The snapshot date for this report is 25th June 2024 and includes information from the reporting period of 26th June 2024 to 25th June 2025.

On review of the data required for this report, we are pleased to be able to report that under a number of the headings required, WGNSTAR again maintained a 0% pay gap between our Female and Male employees.

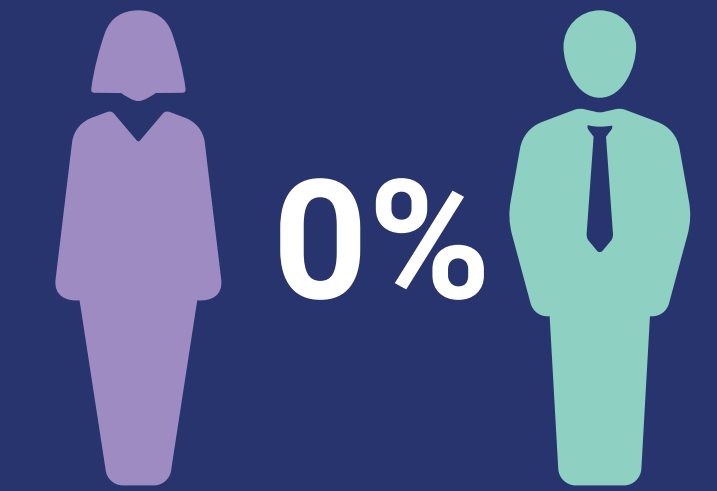
Mean hourly pay gap (part-time employees)



Mean hourly remuneration pay gap (all employees)



Mean hourly pay gap (temporary employees)



Median hourly remuneration pay gap (all employees)



Median hourly remuneration pay gap (part-time employees)



Understanding the numbers

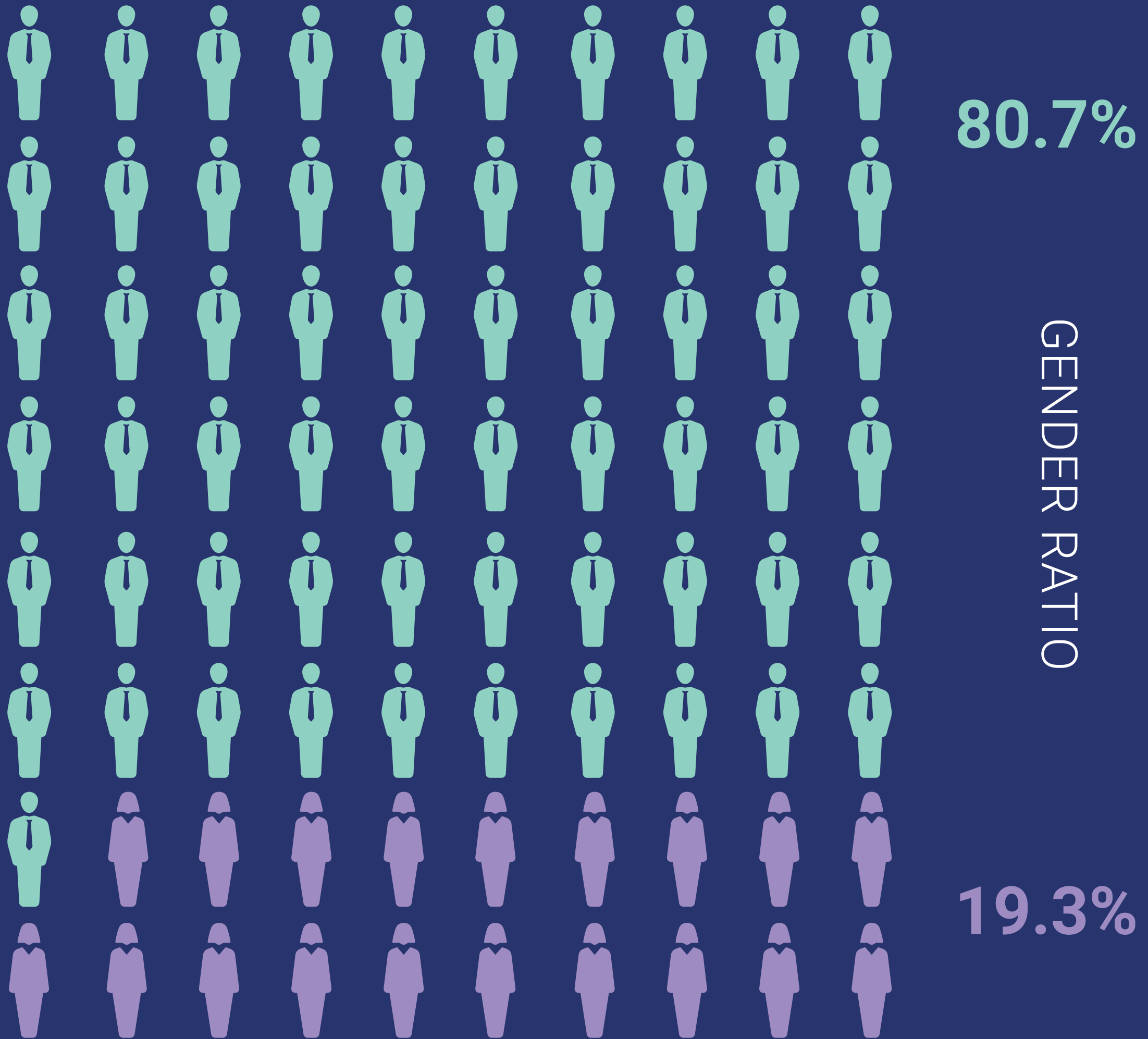
Gender Pay Gap Reports look at the difference between the average pay of all men and all women across the whole business, regardless of job type or seniority within the company.

Equal Pay for Equal Work looks at the pay difference between a man and a woman doing the same role.

Our snapshot reporting period contains a total of 320 employees - 62 Female team members, and 258 Male team members – which equates to 19.3% Female headcount, and 80.7% Male Headcount.

In 2024 WGNSTAR reported a gender percentage breakdown of 18% female headcount, and 82% male headcount. This shows our female headcount has increased by 1.3% since 2024.

Through organic diversity plans we have increased our female footprint in leadership roles over the past few years. In the future with more diverse female leaders we forecast to continue to increase our female diversity figures throughout the organisation.



Hourly Pay Quartiles

Our hourly pay quartiles are in line with our Gender split in the company. For the purpose of reporting on our hourly pay rates, our male and female employees are divided into four quartile bands, based on their Hourly rate of Pay.

The visuals below illustrates a gender pay gap in each quartile. It is important to recognise that the data and metrics gathered as part of this exercise are indicative of our workforce which has been formed on the basis of equal opportunities employment, and all employees have been appointed based on their own merit, skills, experience and suitability for the position irrespective of gender or diversity.

Our Mean hourly Pay Gap sits at 33.59%, which shows a slight increase from our previous 2024 figure of 0.31%.

WGNSTAR has consistently maintained clear salary ranges, all of which are specific to role

titles on appointment, and thereafter, incrementally based on a fair and consistent performance review process. In doing so we ensure that everyone is paid fairly for undertaking the same role and rewarded for their performance throughout their employment.

WGNSTAR is based within the semi-conductor industry, which has historically been a male dominated industry, with very specific skilled based engineering functions. Therefore, female to male employment ratios and remuneration is reflective of this, so the potential for significant differences should be considered.

On the date relating to when our data was live, our gender percentage of Male vs Female was at 80.7% Male, and 19.3% Female team members, and quartiles distributed as shown.

The Quartiles chart shows an increase in female employees represented in the Upper Middle Quartile hourly rates by over 7% compared to 2024 figures and a slight decrease in female employers within the Upper Quartile of hourly rates also by less than 1% compared to 2024 figures.



Calculating our Report Data

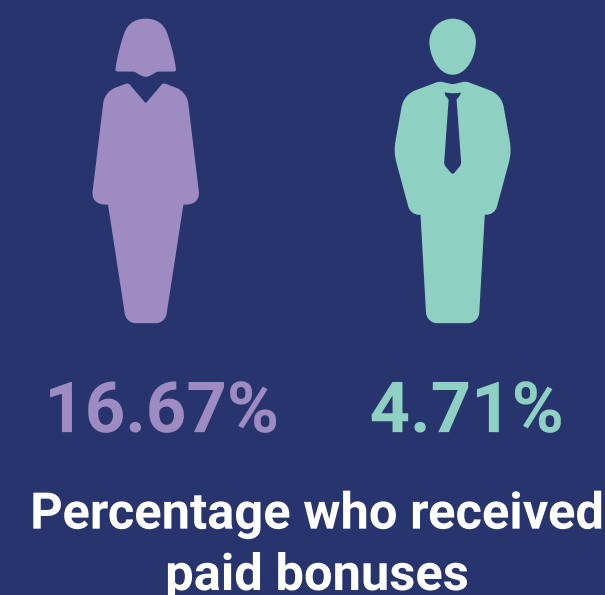
The Mean % shows the difference between the average pay of all Women and Men.

The Median % shows the difference in the rate of pay between our 'middle' woman, and our 'middle' man.

Mean hourly pay gap (all employees)	33.59%
Median hourly remuneration pay gap (all employees)	1.59%
Mean bonus remuneration pay gap	1.95%
Median bonus remuneration pay gap	-154.88%

Overall, we can see that there is a gender pay gap present, however, we have identified and are aware of why this is the case.

Our senior teams currently have proportionally more men than women, therefore there are more males included in our higher pay quartiles however we are happy to report an increase in female employees represented in the higher pay quartiles since our reports in 2022, 2023 and 2024 and will endeavour to continue will this positive trend.



As the industry in which we are based, is predominantly and historically a male dominated workforce, our team qualifications and skills has developed with our most suitable and experienced employees being selected from the industry talent pool. We have inevitably resulted in a majority male team. We know that this imbalance is the key contributor.

Having considered the output of data on completing this report, we have clearly identified areas for improvement. WGNSTAR supports any, and all efforts to encourage more females to receive education and experience in engineering disciplines and this would clearly allow us the opportunity to improve our metrics.

As part of our internal hiring process, we are committed to our Equal Opportunity ethos and will continue to encourage suitable candidates to apply with stronger female representation where possible.

I confirm that the information provided in this report has been compiled in line with the requirements as set out in The Gender Pay Gap Information Act 2021, in its entirety.

Paul Cully
HR Business Partner

